

**Minutes of the District of Columbia Labor-Management Partnership Council
For the Meeting Held on Thursday, December 13, 2012
1:00p.m. – 3:00p.m.**

Attendees:

Honorable Vincent C. Gray - Mayor	Geo T. Johnson - AFSCME
Allen Y. Lew – City Administrator	James Ivey - AFSCME
Chris Murphy – Chief of Staff	Eric Bunn – AFGE
Paul Quander – Dep. Mayor for Public Safety & Justice	Michael Flood - AFSCME
Scheherazade Salimi – Dep. Mayor for Education (Jennifer Leonard)	Nathan Saunders - WTU
Michael Levy – OLRCB (Natasha Campbell)	Tommie Ratliff - Teamsters
Shawn Stokes – Director of DCHR	Aona Jefferson - CSO
Eric Cannady – OCFO (Angell Jacobs)	Lee Blackmon - NAGE
Carolyn Cross –DOC (Thomas Faust)	John Rosser – FOP/DOCLC
Kaya Henderson – Chancellor of DCPS	Shana Frost - AFGE
Lisa Mallory – Director of DOES	Ed Smith - IAFF
Brenda Donald – Director of CFSA	Cliff Dedrick - AFSCME
William Howland – Director of DPW	Timothy Traylor - AFGE
Kenneth Ellerbe – Chief of FEMS	Barbara Childs - CSO
Eric Goulet – EOM	Calvin Lucas – 1199 SEIU
Kyle Simmons – OLRCB	Larry D. Hawkins - Teamsters
Myrtho Blanchard – UDC	Scott Clark - Teamsters
Danielle Reich – DCPS	Sheila Marr - FOPDOCLC
Regina Youngblood – DYRS	
Kwelli Sneed – DPW	
Sheila Bunn – EOM	
Donald Tatum – DCRA	
Chris Murray – EOM	
Stephanie Bland – EOM	
Melissa Williams – DDOT	
Dexter Starkes – CFSA	
Kenita Saunders Romero – DDOE	
Mustaafa Dozier – DC Water	
Denise Rivera Portis – DDOE	
Robert Hilden – HSEMA	
Rahsaan Coefield – DOES	
Paulette Johnson – DOC	
Walter Crawford – OSSE	
Michael Spencer – DMH	
Allen Francois – Hagerty Consulting	
Steve Hagerty – Hagerty Consulting	
Arrelle Anderson – Hagerty Consulting	
Martha Polanco – Hagerty Consulting	
Perry Pockros – Hagerty Consulting	

Purpose:

This was the 3rd meeting of the Labor-Management Partnership Council.

Meeting Notes from the Labor Management Partnership Council Meeting:

- The Labor-Management Partnership Council (LMPC) was called to order at 1:14p.m.

Preliminary and Introductions:

- Mayor Gray opened the meeting by wishing everyone happy holidays and asked everyone introduce themselves. He also said to everyone, “Happy Holidays!”
 - Mayor Gray said that once again he wanted to thank a great partner and the co-chair (Geo T. Johnson) for his counsel, wisdom and ability to see the larger picture. Mayor Gray added that it is delightful to work with someone with such commitment and who is invested in this partnership.
 - Mayor Gray reviewed the agenda for the meeting:
 - **Review and Recap of 2nd Meeting** – Mayor Vincent C. Gray
 - Agreement and Acceptance of Minutes of the 2nd Meeting
 - **Review of Employee Morale and Customer Service Questionnaire Responses -e** – Kurt Saunders
 - **Discussion of Strategic Plan by Hagerty Consulting**
 - Developing the Strategic Plan (timelines and process)
 - **Budget Update** – Eric Goulet and Eric Cannady
 - **Ethics Pledge and Training Update** - Shawn Stokes
 - Mayor Gray asked if Geo wanted to say a few words.
 - Geo thanked the Mayor and said that it is both an honor and privilege to be here with people that care about the working folks.
 - He added that three years ago labor was removed from this process but now they are back.
 - He said that the District of Columbia is the greatest city in the world complemented with the greatest Mayor.
 - He said that the Mayor speaks about how long we have known one another but he rarely speaks about his track record. He added that the Mayor’s record is nothing less than impressive.
 - He said that the District is not an easy city to run; that the District can still improve and he knows it will due to the people that are in this room.

- He said that he is proud to be a co-chair of a group that is responsive to not just the workforce but also to the residents. He said that is what makes us the greatest city in the world; he wanted to thank the Mayor for his leadership and that we all need to continue to do what we do.

Review and Acceptance of Minutes:

- Mayor Gray said that everyone should have a copy of the minutes. He added that the minutes are about 7 pages long and pretty detailed. Mayor Gray did want to point out that the D.C. One Fund which is chaired by Antoinette White-Richardson and James Staton has raised approximately \$700,000.
 - As a result of labor and management partnership the Department of Corrections was able to raise \$42,000 in just one day.
 - CFSA reached its goal
 - Mayor Gray asked if there were any questions on the minutes. He added that if there were none then the minutes would be approved. If there are questions or comments then to let us know so that we may correct them.

Review of Questionnaire Responses:

- Kurt Saunders stated that in order for the District to remain America's greatest city that it needs to continue to pay attention and to continue to work to maintain that status. Kurt added that two important areas for this group to address are customer service and employee morale. He added that the survey given out at the last meeting was to get a sense from both Management and the Union how we can improve. Kurt said that the primary mechanism of the survey was to develop a strategic plan that would serve as a roadmap.
- Kurt emphasized that change is essential to improvement. He added that in order to make a change it is important to know what you are changing from. Kurt said that the surveys helped shed light onto the state of customer service and the state of employee morale as it is now.
 - Customer Service
 - Kurt said that it was clear on the survey what customer service is and that the big picture suggests that customer service as a whole is acceptable.
 - Ideas from Management to improve customer service:

- Faster hiring
 - Enhance Websites
 - Relationship with 311
 - Timely Responses
 - Better Technology
 - Training with an emphasis on Customer Service
 - More Labor-Management Events
- Ideas from Labor to improve customer service:
 - Incentive Program (Not necessarily monetary)
 - Communications Training
- Employee Morale
 - Kurt commented that the federal government recently just did a survey on job satisfaction. He added that according to the District's survey the morale of the employees is good.
 - Ideas from Management to improve Employee Morale:
 - Bonus' based on performance (Controversial)
 - Agency and District Recognition
 - Professional Development
 - Unfreeze travel and training
 - Coat Hooks in Cubicles
 - Ideas from Labor to improve Employee Morale:
 - Job Security
 - Incentive Program
 - Cash Incentives
- Kurt reiterated that the surveys are just a viewpoint or opinion. He added that ideas to move forward include good communication, direct engagement, recognition and empowerment.
 - Mike Levy also suggested that opportunities for growth could be a way to increase morale.

- Mayor Gray commented that everyone likes money and that raises are based on past performance. He added that the realization is that there are fiscal constraints.
- Mayor Gray said that when he was the Chair of the Council that the Department of Corrections had low morale and it has definitely improved. Mayor Gray said that has definitely improved and how can we move other agencies into the same feeling. Mayor Gray said that a fundamental component of employee morale is respect.
 - Mayor Gray noted that when he was the Chair that furloughs were chosen as a method to meet fiscal constraints. He added that the reason why furloughs were chosen was to save jobs for everyone.
 - Everyone agreed that respect was a crucial component necessary for employee morale.
 - Geo commented that the AFSCME Strike of 1968 in Memphis, Tennessee was not about partnership or pay. It was about dignity and respect. He added that men were treated poorly and money means nothing without worth.
 - Geo added that this city has a class caste system and that it all boils down to how we treat people for both customer service and employee morale. Geo stated that if he treats someone less than what they are worth then they should not do business with me. We need to partner on a daily basis.
 - Mayor Gray asked how we translate that into action.
 - James Ivey said that unions started based on unsafe working conditions. He added that D.C. OSHA is not really working. James said that we need to make safety for our employees a priority because that will increase morale.
 - John Rosser added that after Hurricane Sandy had hit this area, DOC Deputy Director Cross came to roll call and thanked the employees for their hard work. Rosser added that the employees were shocked because they did not expect that to happen. It was a good thing. He also added that the media can decrease morale by calling persons guards instead of correctional officers. Rosser said that when the press calls him for comment on an article and then call him a guard the line accidentally gets disconnected.

- Mayor Gray said that the District recently got from under a court ordered transportation of special education students to school. He added that the success is directly attributed to Labor and Management working together. Mayor Gray added that the District held an event to say thank you to management, the drivers and the attendants.
 - Director Brenda Donald said that she thinks that employees need to feel valued. She added that if employees feel that they are part of the mission or can see how their role is valued then that can increase morale. Director Donald said that her agency is doing an activity where each administration is creating an exhibit illustrating their functions so that the other units can see and understand how everyone fits in to the overall mission of the agency.
- Mayor Gray said that he would like to see how we could fit that into the strategic plan.

LMPC Strategic Plan:

- Steve Hagerty from Hagerty Consulting thanked Mayor Gray and Geo. He introduced his team and highlighted Arrelle Anderson as the lead:
 - Allen Francois – Hagerty Consulting
 - Steve Hagerty – Hagerty Consulting
 - Arrelle Anderson – Hagerty Consulting
 - Martha Polanco – Hagerty Consulting
 - Perry Pockros – Hagerty Consulting
- Steve added that Hagerty Consulting will be forming a sub-committee of 12 people; 6 persons from labor and 6 persons from management. He also noted that Hagerty Consulting is committed to making the plan simple and manageable.
 - Mayor Gray asked if the plan would be ready by the next meeting which is scheduled for Wednesday, February 13, 2013.
 - Steve said yes and added that he anticipates the plan being ready around Thursday, February 7, 2013.
 - Mayor Gray asked what Hagerty Consulting needed from this group.
 - Arrelle said that they need to know who would be best to sit on this committee. She added that we need some visionaries but we also need people willing to roll up their sleeves.

- Mayor Gray asked if there was anyone that wanted to join this committee.
 - Management
 - Chris Murphy – Chief of Staff to Mayor Gray
 - Kenneth Ellerbe - Chief of D.C. Fire and Emergency Medical Services
 - Carolyn Cross of the Dept. of Corrections
 - Management Representative from DDOT
 - Management Representative from DCPS
 - Management Representative from CFSA
 - Labor
 - Sgt. Marr of the FOP
 - Nathan Saunders of the WTU
 - Ed Smith of the IAFF
 - Labor Representative from CSO
 - Labor Representative from AFSCME
 - Labor Representative from AFGE
- Steve asked for those that just volunteered to stay behind so that we can meet.

Budget Update:

- Eric Cannady from the OCFO's Budget and Planning unit provided a presentation on the Summary of the FY 2014 Current Services Funding Level (CSFL) Budget.
 - Purpose of the CFSL is to:
 - Provide a true cost of running a District agency without considering any policy decisions and utilizing only local funds.
 - Establish starting point for the Mayor's Budget.
 - Determine Variance between projected revenues and the cost of running the government.
 - Provide Mayor with baseline for establishing his budget priorities.

- Eric Goulet from Mayor's Office provided a presentation on Sequestration and the FY 2013 Budget. He added that this discussion is about what could happen if the federal government is not able to settle the issues around the "fiscal cliff."
 - Sequestration would slash federal spending starting January 2, 2013.
 - 70% of mandatory entitlement spending would be exempt including Social Security, Medicaid, and Refundable Tax Credits etc.
 - District revenue projections would be reduced
 - \$49.3 million in FY 2013
 - \$80 million in FY 2014
 - \$90.4 million in FY 2015
 - Hardest hit include:
 - Education - \$23.5 million: DCPS, DC Public Charter Schools, DC Tag and UDC
 - Homeland Security/Emergency Management - \$11.3 million: HSEMA
 - Health - \$10.5 million: DOH
 - Housing & Community Development - \$2.7 million – DHCD
 - Mayor Gray said that the District will be hit hard if this happens largely because the home of the federal government is here and the issues related to funding.

Ethics Pledge and Training:

- Director Shawn Stokes of DCHR provided an update on the status of the Ethics Pledge and Training.
 - Director Stokes stated that a draft memo authored by the Co-Chairs and the statistics associated with the Ethics pledge were distributed. She added that the memo reiterates the education and training for the conduct of the employees.
 - Director Stokes said that she, along with representatives of the Office of Labor Relations and Collective Bargaining, met with Labor in the beginning to discuss their concerns with the Ethics Pledge. She added that we are entering the last push to do training and take the pledge now. Director Stokes said that she wanted to thank everyone as the District has done well.

- Chief Ellerbe said that in some cases employees who have done the training are not appearing as completed.
- Director Stokes said that they can work through the issues.
- Mayor Gray said that he understands that employees are okay with getting the training but are reluctant to sign anything. Mayor Gray indicated that the employees are already committed but the pledge is just to document it.
 - Geo said that the memo is to tell employees that there is not a risk in signing the pledge.
 - Director Stokes asked for OLRCB's help to distribute the memo to the Unions.
 - Ed Smith said that he has heard of issues with the electronic system.
 - Director Stokes said to bring her the names of anyone that has done the pledge and or training and we can work it out.
- Director Stokes commented that the Employee Appreciation has been postponed. She added that she is looking for labor partners and ideas on how to fund this.
 - Mayor Gray said that we may need to wait until after the Inauguration and most likely it will be held at the DC Armory.
- Geo wished everyone a safe and prosperous holiday. He said being here with all of you is an honor. Geo indicated that we still have a long road ahead of us but we are on our way. Everyone enjoy your holiday!
- LMPC meeting was adjourned at 3:09p.m.